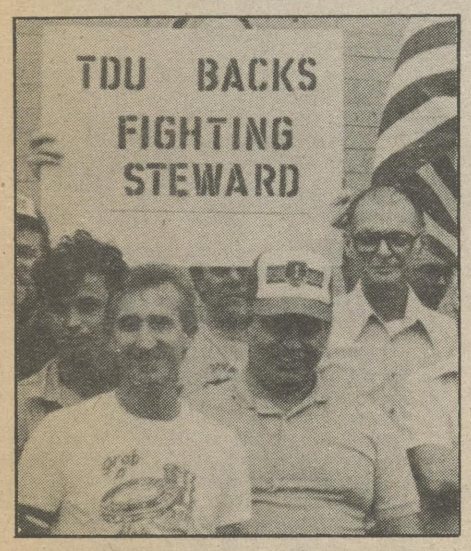
CONVOY DISPATCH

June-July 1985
#53

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

-Solidarity-



Unity is the "Key"

In April, Convoy Dispatch *reported on how Atlanta TDUers were organizing to make a difference in their local. This month we report on the efforts of TDUers from the Long Island and New York Chapters who are working to get better union representation and defend a brother Teamster's job.*

TDU members in New York Local 138 recently got organized in a local notorious in the area—no local meetings, no history of elections. Yet they are working hard to get their local back on the right track.

On Memorial Day, Key Food, a grocery chain in the New York area, fired shop steward and Vietnam vet John Smallman from its grocery warehouse in Brooklyn. Smallman was fired for the "crime" of writing grievances on company time, on forms unauthorized by the company or Local Union 138. But everyone knows the real reason—the Teamsters at Key Food (along with other Local 138 shops) are on the move. And Smallman is one of the movers.

By June 9, when nearly 200 Teamsters and their families were picketing at the warehouse, it was apparent the movement was going to be harder to kill than the employer hoped.

As John Smallman pointed out, "Until this, each department was just for themselves. We really haven't had any unity until very recently. I'd say the last several months or so, and this last deal where I was fired, really got people up in arms. And not only our shop. A lot of other people came down to the rally Sunday. It was great. I was choked up that all these people would

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Judge Orders IBT to Change Rules for Future Votes

NMFA Re-Vote Blocked

On June 12 Federal Judge Charles Richey signed the consent order ending the NMFA vote lawsuit which TDU initiated in April. The order provides that dues paying Teamster casuals do have the right to vote, a right Presser denied them on this contract.

The court order changes the NMFA voting rules and will govern future NMFA votes. Any dues paying casual who worked at least 80 days the previous year will get the right to vote. Once again TDU has taken action to protect the rights of rank and file Teamsters. (It should be noted that TDU *only* sought and won the right to vote for dues paying Teamster casuals.)

The court did not order a new vote on the contract for one reason: we were not able to prove beyond a doubt there were more casuals denied ballots than the margin announced of 7,423. We documented nearly 5,000 Teamsters illegally denied ballots, but it was not enough. Because this was an emergency injunction hearing, we did not have time for depositions, subpoenaing officers, etc. to fully bring out the thousands of Teamsters denied a vote.

Instead we were forced to use court discovery to get figures and names (and social security numbers) out of the IBT, the employers and pension fund records. In other words, we had to force information out of those people who were trying to cover up the whole thing. (For more on the cover-up, see page 7.)

TDU has again won a victory for democracy in getting the voting rules changed, though we were blocked in getting a re-vote on the contract. We fought for it all the way. We had to take on Presser *and* the employers, as the employers' attorneys worked hand in hand with Presser's attorneys on this case, arriving in court like an army, working to deny the members' rights.

There are those who complain, and there are those who work for constructive solutions to problems in our union. TDU is made up of Teamsters who are part of the solution.

We look toward the future. We believe this union can be rebuilt into a strong and democratic union. A lot of Teamsters had their eyes opened in this contract. But having open eyes is only useful if you follow through on what you see. TDU is standing up for unionism and justice. And, to be effective, we have to have an organization—that's TDU. If you agree with what we are saying and doing, it's time you join with thousands of other Teamsters who are part of the solution. Three years from now just may be too late.

Presser's at it Again

Carhaulers Say No to Concession Contract

Carhaulers across the country are reacting angrily to their new proposed contract, which contains the most massive concessions ever put to them for a vote. Less than 24 hours after the proposal was revealed to BAs at a June 6 meeting in St. Louis, the TDU office had analyzed the documents, written and printed a special bulletin and shipped it around the country in time for meetings held on June 8-9. The result was an informed and negative opinion by members at nearly every meeting.

Few business agents have found much in the agreement to recommend it and many have recommended a no vote. The largest carhaul local, Detroit's Local 299, has sent a letter to each member strongly urging a no vote. Nearly 2/3s of the carhaulers in Wilmington Local 326 turned out for their meeting. They are sending a letter to the International rejecting the proposal and are holding a picnic on June 23 where ballots will be collected.

Drivers in New Jersey Local 560 didn't give up after their BA rejected a motion for the local to go on record against the contract. They took up a petition and are submitting it to the local. The BA in Tarrytown, New York Local 445 gave the shortest contract summary, "It s--ks." BAs in Shreveport; Watertown, New York; Lansing, Michigan; Charlotte, North Carolina and Framingham, Massachusetts have also reportedly recommended a no vote.

Members in Kansas City Local 498 reacted angrily to the proposal and also voted for the removal of their business agent, John Roy, at their meeting on June 15.

Even the chairman of the Central-Southern Grievance Committee, Charlie Thompson of Oklahoma City Local 886, began the meeting there by calling the companies' position "ridiculous." Members predict a big no vote despite Thompson's weak endorsement of the proposal.

One of the few BAs who is aggessively "selling" the contract is National Negotiating Committee member Mike Robilotto of Albany Local 294. But he could not even get a

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Teamsters for a Democratic Union
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NORRISTOWN, PA 19401
13 JUN 1985

From the Members

Proud to be a TDU Member

I am proud to be a TDU member and feel amidst good company with other TDU members. I was impressed by the articulate arguments of Mike Belzer and the dedication to a cause of Doug Mims (*Convoy Dispatch*, May 1985). With members of their caliber we can't help but make our Teamsters Union democratic again.

Gerald Singles
Local 287
San Jose, California

It's Time to Throw Presser Overboard

Once again the IBT is going to send the rank and file down the proverbial creek without paddles. Where will it end? When the boat floats down the waterfall? It won't be the members who will be all wet, because the life preservers are out in full force.

I say it's time to throw Jackie Presser overboard. Too bad he won't float. Yes, Jackie will be all wet at the bottom of the creek, and the rank and file will once again set sail with paddles in hand, beating through the water at full speed ahead.

Did anyone put the outrageous proposal of part-time Next Day Air drivers at UPS up for a vote? Article 16, Section 4 of the IBT Constitution says that there must be a secret ballot vote. No one in this local has received their ballots in the mail.

We have no say in the decision; our local is telling us that there will be part-time drivers. I always thought the union was supposed to work *with* the members, not *for* the company.

Dana Beougher
Local 79
Tampa, Florida

Keep Up the Good Work!

You people have been doing an outstanding job with the limited resources you have available. Keep up the good work, we need you! It was nice to see Ken Paff on the *Today* show with a suit and tie on!

Francis Carney
Local 771
Lancaster, Pennsylvania

Running Time Is Unreal

Roadway has been pushing the yard hookups too fast for safety and, also, the shop is pushed to go over the units too quickly when checking for safety. On half the units you can find things that the shop was to repair. If the drivers go back to get it repaired and claim time, the man who serviced it gets a warning letter. Road drivers are in the same boat, being pushed to make running time that is unreal, with the trucks cut back to 55 mph and less on level road, which on hills falls back to 30-40 mph.

There are always plenty of warning letters if you miss the unreal running time. Funny how that works.

Ormand Belue
Local 515
Chattanooga, Tennessee

Compliments to Local 804

I would like to compliment Ron Carey and his Local 804 Executive Board for the fine job they do. All locals should be run like Local 804. This local serves its members with their best interests in mind at all times. All locals nationwide should follow 804's example of excellent union representation.

Raymond Moinester
Local 804
Lynbrook, New York

Right to Vote Needed Now

All members need the right to vote for the executive officers of the International Union. Also, I would like to see a change made in the IBT Constitution so that contracts are ratified by a simple majority, not the ⅓ as it is now.

Otto Lauer
Local 957
Dayton, Ohio

Pass Out the Convoy Dispatch

I believe at TDU meetings and any other time possible that members and particularly road drivers be asked to buy and pass out *Convoy Dispatch* at truck stops and break points. This is how I originally learned about PROD.

Walter Maupin
Local 41
Kansas City, Missouri

West Coast Office

For members in the western states, our San Jose, California office is available to serve you. To contact the west coast office call: (408) 971-1035; or write: TDU, PO Box 8548, San Jose, CA 95155.

TDU Steering Committee

Co-Chairs:
Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Cliff Coonley, #600

Organizer:
Ken Paff, #407

Trustees:
Mike Friedman, #407
Konstantine Petros, #20
Maralee Smith, #142

Members:
Emil Abate, #853
Barbara Boriotti, #804
John Braxton, #623
Manuel Diaz, #679
Brian Elliott, #966
Linda Gregg #435
Jim Wardell, #710

Alternates:
Kyle Ray, #413
Sam Fenn, #63
John O'Brien, #445

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1984 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

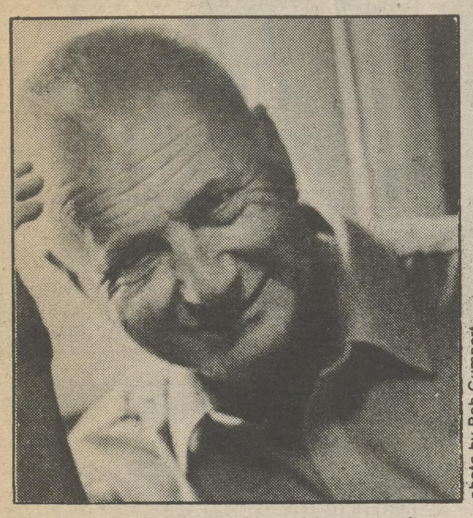


photo by Bob Gumpert

Ken Hoover: "We would never have won this case without TDU... Now all of us will be getting the full pension we are due."

$2 Million Pension Victory

A happy day for some 200 Teamsters in western Pennsylvania, most of them retired, may not be too far off, as they should begin to receive the fruits of a pension legal victory worth nearly $2 million. "It will be worth about $262 a month to me in increased benefits," said Ken Hoover, a retired Interstate driver who was one of the main movers behind the case.

The victory came in March 1985, when the US Appeals Court ruled in favor of the rank and file plaintiffs in the class action suit. The Teamsters affected were employed by Interstate, Cooper Jarrett, and others who transferred in changes of operations from the Cumberland-Maryland Pension Fund to the Western Pennsylvania Fund.

Later, the Cumberland Fund decided that instead of getting a pension of $25 a month for each year of service, ($500/month after 20 years), these men would only get $6 a month for each year of service ($120/month after 20 years). They decided this by amending the plan to provide only the figure in effect at the date the men transferred out of the fund, years ago.

"We would never have won this case without TDU," Hoover explained, "because through TDU we got hooked up with Tom Geoghegan, who did a great job for us as our attorney." Geoghegan argued that the federal pension reform law, ERISA, prevented the reduction. The court agreed, stating in their decision that ERISA "prevents such cuts in accrued benefits."

The men first tried to win their case with the aid of their Local Union 261. But the union attorney lost it in 1981. "He did not aggressively litigate the case," attorney Geoghegan explained. "He also did not even raise the ERISA issue which we won on."

Because TDU members like Ken Hoover decided the union attorney was too cozy with the pension fund to really pursue the case, they contacted TDU's legal network after it was lost.

"And obviously I'm glad we did," Hoover said. "Now all of us will be getting the full pension we are due, and it will be retroactive, also, back to each man's date of retirement." Geoghegan says he is hopeful that the money will be forthcoming in the not too distant future.

Know Your Rights:

Dangers of Drug Testing

With the drug testing agreement now written into the NMFA (and other agreements), Teamsters should be aware of the dangers this poses. Do not be fooled by thinking, "I don't smoke marijuana, I don't take pills, therefore this cannot affect me." This article is one of a series on the nature of the drug testing agreement and your rights.

by Barbara Harvey
Attorney, Detroit

In August, 1984, Jackie Presser and the National Grievance Committee agreed to supplement the National Master Freight Agreement to permit drug testing. These tests screen for marijuana; various depressants, including barbituates, methaqualone, glutethimide, ethchlorvynol, phenothiazines, and salicylamide; benzodiazepines; opiates; synthetic morphine and other substitute narcotics; cocaine; methamphetamine, amphetamine, and other stimulants; phencyclidine, mescaline, procyclidine, ketamine, LSD and other hallucinogens.

The Armed Forces consider 70 nanograms of marijuana in the urine to be a positive result. Jackie Presser settled for 30 nanograms. This standard, combined with the crudeness of the testing procedure, makes you company property 24 hours a day, seven days a week.

Inaccurate results and "false positives" are well documented aspects of urinalysis testing. Not all drugs that are detected are correctly identified or correctly quantified. In one case, a Yellow Freight driver was discharged for using "illegal narcotics" that turned out to be asthma medication. He managed to get his job back, with the help of his personal doctor, but without back pay. "False positives" may result from using nasal decongestants and even from eating poppy seeds. One researcher has theorized that the rate of "false positives" is higher for persons with dark skin pigment, meaning that blacks are more likely to be victimized.

Less Than Completely Reliable

The labs that administer the urinalysis tests have been shown to be less than completely reliable in analyzing test results. A study by the Center for Disease Control in Atlanta showed that the labs' success rate in accurately analyzing urine samples ranging from 11% to 100%, averaging 69%. (These same labs were more careful when they thought the samples were for the CDC; in those cases, their success rate averaged 98%.)

What makes this dangerous development intolerable is the way in which the union and the joint committees have allowed the drug screening provision to be applied:

1. Although the agreement required "reason to believe that an employee is intoxicated" before testing may be required, in practice, employers are arbitrarily selecting employees for testing. (The agreement indicates that an employee who refuses to submit to the test is presumed to be intoxicated.)

2. Although the agreement fails to provide any guidance on the status of employees ordered to undergo testing, printed instructions do specify: "Advise the employee *he is suspended* while waiting for the results of the test from the laboratory."

3. Although the agreement *requires* that *all* marijuana cases reported as "positive" by urinalysis *must* undergo much more accurate blood serum testing, in practice, *decisions to discharge are being made on the basis of the urinalysis testing alone. This practice has not been challenged!*

What You Can Do to Protect Yourself

1. Know your rights under the agreement: the "reason to believe" standard that the agreement requires before you can be ordered to undergo testing requires "probable cause" to believe you *are* (not "were") "intoxicated." Probable cause is the same standard that police must observe before they may arrest or search a person suspected of committing a crime. Probable cause must be based on "reasonably trustworthy information" that would lead "a prudent person" to believe you are intoxicated. If marijuana is seen or smelled, that is probably sufficient to establish probable cause. However, "mere suspicion of criminal activity" is insufficient.

2. You will be asked to sign a form authorizing the clinic to withdraw your blood or urine. Read it, because it may also release both the clinic and your employer "from any and all claims or causes or action resulting" from the testing (McLean Trucking Company form). If you have agreed to be tested, then the *authorization* is a reasonable request. However, you should not be required to sign the *release.*

3. If you believe the test results are inaccurate, demand a blood serum test by gas chromatography/mass spectrometry (GC/MS). This is the methodology *required by the agreement* to confirm positive results by urinalysis. It is highly accurate.

4. File a grievance that specifies how you believe the agreed-upon procedure was violated in your case.

Legal Briefs

New York Bakery Drivers Sue Over Contract Vote.

TDU member John Carter on May 21 filed suit against Local 550's officers, and against three baking companies, charging denial of the members' right to a fair and informed vote on their recent contract. The suit says the local failed to hold a local-wide meeting to explain the proposed contract, and also did not provide an accurate summary of the terms of the proposed contract. The issues involved are very similar to those in the case TDU won last year in the national UPS contract vote.

Employers Must Provide Info on Casuals.

The consent order on the NMFA vote contains the following paragraph you may find useful in contract enforcement: "Each local union which is a party to the NMFA or related agreements shall make available, at reasonable times and places, to its members employed as casuals the information required by Article 3, Section 2 (B)(4) of the NMFA to be furnished to the local unions by employers with respect to their employment, and also a compilation of the total casuals reported to the local union pursuant to the foregoing provision of the NMFA."

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

Allied Delivery Members Take a Stand:

Striking to Stop a Union-Busting Outfit

On June 3, the workers remaining at Allied Delivery—a one terminal, Cleveland-based, intrastate carrier—struck the company. The drivers have been getting paid $10.50. The company is in Chapter 11 bankruptcy proceedings. The owners have repeatedly threatened to close down.

The workers who struck said they had little choice. The Hunter family, which owns and runs the company, had been pressing concessions of one sort or another for years. In 1980 they took away five holidays. In 1982 they cut wages. In December they filed Chapter 11, and in March unilaterally dropped wages to $10.50.

During this time they had repeatedly fallen behind in health and welfare payments.

Moreover, the Hunters have seemingly gone out of their way to antagonize the workforce. They fired a popular union steward. They put many concessions on a take-it or leave-it basis. They fired key people and used Chapter 11 as a reason not to attend the hearings. They hire brokers to do union work.

It is no wonder that the strike has been marked by a number of hostile incidents. The first day one of the owners struck pickets while trying to break through the line in his car. Later, three trucks were burned at estimated damages of $42,000. One effort to move freight was broken and failed.

At this point, the company has gotten the court to enjoin mass picketing, but has made no further effort to move freight. Some customers have picked up their stranded freight at the dock. The feeling on the picket line is that the company is going to close. Possibly to open later as a non-union outfit, possibly not at all. Allied has lost a lot of customers they may never get back.

Most of the Allied drivers know that their jobs are probably gone, but few feel regret, realizing that in the long run it will be better to see the company go under than to stand by and watch as they go non-union.

Allied Delivery Teamsters on the picket line. They've refused to stand by while their company goes non-union.

Tony Valenti, Local 118 Rochester.

No Clout at Small Companies

Freight Teamsters Left Out in Cold

Tony Valenti
Bermans Motor Express
Local 118, Rochester, New York

I've worked for Bermans Motor Express since 1981. Since our last NMFA was ratified, my company has chosen not to honor the agreement. It seems funny, since Jackie Presser and the National Negotiating Committee kept talking really big about keeping the integrity of the NMFA. Now, we Teamsters at the smaller companies are finding out what a farce that whole deal was.

Bermans has been in negotiations with Bill McCarthy, an International Vice President from Boston. I asked the president of Local 118 here in Rochester why he wasn't representing us. He said that they wouldn't let him be part of the negotiations because he didn't play the right kind of politics.

Even though we don't have direct representation in the negotiations, our local did meet with us, and presented a so-called proposal from Bermans. The company wants a wage reduction to $10.50 an hour and a two-tier rate for new hires. They'll start at $8.50 an hour. They also want to take away Good Friday, the day after Thanksgiving, and the day before Christmas, and cut our vacation time. There's much more in the proposal, but it's sickening.

The members at Bermans and all the other small to medium carriers around the country wouldn't be in such a position if the president of our International Union hadn't given such large concessions to the big trucking companies. Now we're left alone, without the bargaining clout of the rest of our brothers in the freight industry.

I've always been a strong and devoted union member here in Rochester. I've walked many a picket line and given hours to help in organizing the unorganized. I believe in the union. In 1984 I joined TDU because I realize that TDU is trying to bring the rank and file together and they need my support. I would like to urge all Rochester area Teamsters, and Teamsters all over the country, to join the fight and join TDU. Like I said, I'm a strong union man, and we need to restore our union, to bring it back to being one of this country's strongest labor organizations. It's time to realize that only the rank and file can get rid of the leeches and parasites who have dragged this union down to the level it's at today.

Freight Lines

Now that the Vote's Over...

We hear more truth and less PR. Jere Kimmich, a top management negotiator to the recent NMFA, brags in the June issue of *Heavy Duty Trucking* about all the concessions Presser gave. He cites the flex work week, and day-by-day pension and H&W payments, as good concessions. By the way, same issue has a full page article by Rick Smith of TDU responding to union-buster Robert Cowan.

Retroactive Pay Held Up by Fremont CF.

Freight carriers signed a court document agreeing to pay all retroactive pay no later than June 7 (for recent NMFA). Many didn't do it. Example: *Consolidated Freightways'* big Fremont, Indiana terminal, where no checks came til nearly a week after the deadline. Finally one driver calls and says he has a copy of court document signed by TMI. One hour later management finds a big stack of checks dated June 7.

Biggest No Vote on a Freight Contract.

In 1976 the NMFA was approved by a 4-1 margin. In 1979 it was approved by a 3-1 margin. In 1982 it was approved by a 2-1 margin. In 1985 it was just about a 1-1 dead heat. The trend is clear over the nine years TDU has been around.

McLean Re-Writes Contract; Cuts Road Pay.

Is the ink dry on the new NMFA yet? Must be, because McLean is busy rewriting it in Pennsylvania. We have the pay stub of a casual road driver, paid 27½c. a mile. Not happy with the $11 cut-rate hourly-paid casuals, McLean has invented a new clause cutting road pay too! Warning: Do *not* hold your breath waiting for Presser to call McLean and nip this in the bud. Could be hazardous to your health. But do contact TDU immediately if you know of other situations like this one.

Hundreds of Carriers Haven't Signed NMFA

Although the NMFA is in effect for Teamsters at most of the large carriers, tens of thousands Teamsters working for small (and some not so small) truck lines are still left hanging. Many feel the IBT is showing little interest and even less bargaining strategy in dealing with the independent outfits.

In a few cases, the IBT has authorized strikes, especially against those companies who are trying to bust the union. These include Allied Delivery in Cleveland (see article this page) and Budig-Western, a midwest company which unilaterally cut wages and benefits down to non-union levels after the contract expired.

In most cases, the IBT has designated one union official to be in charge of bargaining with each of the companies. Locals are not permitted to cut deals below the NMFA.

Members should be aware that the union cannot legally sign a contract or rider substandard to the NMFA (at a company where members got the NMFA ballots) without IBT approval *and* a secret ballot vote of the affected members.

The problem most often reported is that the members feel they are "mushrooms," kept in the dark and fed manure. TDU has in several cases aided members to get some information, build unity among the employees and speed the bargaining process.

As I See It

by Douglas J. Allan
Co-Chair TDU, Trustee Local 208
Los Angeles, California

Report to Teamsters Who Are Not TDU Members:

A Small Dissident Group?

Most of you have heard TDU described as a "small dissident group" by the Teamster International, the courts or the news media. I want to set the record straight that TDU is not a small dissident group.

It is true that when TDU was formed we were a dissident group, that we are now a dissident group, and that we will remain a dissident group, because without dissent you do not have democracy. Without dissent you have a dictatorship such as we have in our International Union where the president has complete control of our union.

Part of the blame for our union being a dictatorship falls on the shoulders of the older members. During the time of Jimmy Hoffa (God rest his soul) we said, "Let Jimmy run the union, no matter what he does wrong or how much he makes, just as long as he gets us a raise." I know because I was one of them.

I believe that unless the rank and file is in control, any person, no matter how good they are, will become corrupt and power hungry. That is why TDU believes that even if tomorrow we won the right to elect our union officials we would still need a rank and file organization to keep them on the straight and narrow path.

Why do I say TDU is not a small dissident group when, in fact, we have only a little over 8,000 members? The fact is there are thousands of Teamsters who are not members who donate money, distribute *Convoy Dispatch*, raise money, defend the principles of TDU or just believe in what TDU is trying to do. We need the support of all these Teamsters. Without it we could not have made the gains we have made in the last nine years.

The International Union, the courts, the news media and the public only understand numbers. In the past we have had to force through every change we have won because the above named groups would not listen to what we had to say. If all the Teamsters who support us and our principles joined us, we would likely have over 100,000 members.

Then, the International Union, the courts, the media and the public would stand up and take notice of what we have to say. If we intend to make some long-needed changes at the IBT Convention in May, 1986, we must remove the word small from the phrase "a small dissident group." The only way that will happen is when those of you who support TDU make the commitment and fill out a membership card.

When we do get rid of that word small we'll be able to make the changes our union needs so badly.

Want the officials to listen? Join TDU.

Ed. Note: Los Angeles TDU Chapter reports that at their June meeting they voted to launch a TDU membership drive, with each member attending targeting one person to recruit before the next meeting. All present took applications to get the ball rolling. How about other chapters following their lead?

Safety of Jiff-Lox Questioned by Drivers

Jiff-Lox Converter Dollies, widely used by Roadway Express since 1980, have caused many back and hernia injuries according to Roadway drivers. Jiff-Lox apparently are not in current use by many other major trucking companies, but have been used by Ryder-PIE, IML, and Interstate.

The Jiff-Lox is distinct from most dollies used because of its ability to be used with both single and double trailers. Because of this unique converter ability, even drivers who have been injured acknowledge that the Jiff-Lox is a good cost-saving idea. According to John Cetinski, Roadway driver from California, the Jiff-Lox as presently designed causes too many injuries. At his own terminal, he points out, there have been numerous injuries and workers compensation claims filed over the last year that are attributable to the Jiff-Lox.

One of the most common problems pointed out by drivers is the lack of an effective counterbalance on the Jiff-Lox. The dolly weighs over 4000 lbs with a tongue weight of over 600 lbs. The counterbalance is a box welded onto the frame in which ice and snow chains are stored. The chains are often missing, however, and there is no way to determine the weight of the counterbalance before using it.

When the dolly pops off, the jerking effect created is apparently the cause of the back injuries.

The number of injuries caused by the Jiff-Lox might have led Roadway to alter their policies regarding their use in at least one area. Drivers in Adelanto, California now get assistance if they request it, despite the fact that a training film extolling the virtues of Jiff-Lox emphasizes the ease with which one person can handle it.

TDU is interested in finding out what injuries have been caused by the use of Jiff-Lox in your area and what your employer's policies are regarding its use. Please fill out the survey and send your response to TDU.

We also recommend that you send your response to the National Master Freight Equipment Committee, which under Article 16 of the new NMFA is required to "conduct an in-depth study of problems associated with hooking and unhooking of doubles as it relates to the movement of dollies or Jiff-Lox."

1. Name _____
2. Local _____
3. Terminal Location _____
4. Company _____
5. Have you been injured by Jiff-Lox use? If so, please describe.
6. Have other drivers at your terminal been injured? If so, please describe.
7. Are you asked to handle the Jiff-Lox alone, or are you able to ask for assistance?
8. Are provisions made for assistance at other terminals?

NMFA Won at R.M. Sullivan

Springfield Local 404 members at R.M. Sullivan have taken a stand against further concessions and forced the owners to sign the National Master Freight Agreement.

Sullivan members were presented a proposal to cut wages to $11.63 an hour at a mid-June meeting by Sullivan management. Local 404 officials explained, after management had left the room, that the company would not ask for an ESOP if the proposal was accepted, and that they would give every driver a $150 bonus for every percentage point the company's operating ratio dropped below 100%.

When it came to a vote, the offer was voted down 58-2. A subsequent strike authorization vote passed by the same margin. Now Sullivan has reportedly given in, despite their claim of a "final offer," and signed the national agreement.

Concessions are nothing new to the Sullivan members, who last year gave up one hour of overtime every day with the promise from the company that it would be payed back eventually. Eventually never came, reportedly one reason why such a strong stand was taken against further concessions.

For now, R.M. Sullivan members have obtained the national contract, but what of the hundreds of other companies around the country that are refusing to sign? Why hasn't the International taken the strong stand promised during the negotiations?

Short Takes

Good Ideas Department. On March 7 some 2,000 Teamsters and others demonstrated around the Wanamaker department store in downtown **Philadelphia** to protest union-busting which has cost 40 Teamsters their jobs. Wanamaker, which operates 10 department stores in the area, switched to a non-union driver leasing outfit, an increasingly common tactic. Local 107, Joint Council 53, and the AFL-CIO have called a boycott. Tactics like this are a must to counteract union-busting. **Boycott Wanamaker!**

St. Louis, Too. Local 600 members in St. Louis voted a year ago to assess themselves $5 a month for the sole purpose of a special organizing fund, used to put pickets on the street every day, paying laid off members half-scale to keep the heat on non-union trucking. They put in a provision that this assessment would only last **one year**, so they could see how it was going. It came up for a vote in May, and the members voted 324 to 169 to continue it another year. Moral of story: Members will vote for a big dues hike if they have a say in it.

Three Strikes and You're... Jackie Presser has now negotiated three (3) contracts since his appointment as president. First, there was the Relief Rider to the NMFA. TDU uncovered it, publicized it (while Presser denied it existed), and the rank and file voted it down by 7-1. Next, he secretly began negotiations for 100,000 Teamsters at UPS a year early. Not one Teamster working there knew about it, and neither did local officers involved. He sent out a "quickie ballot" on the secret deal, TDU sued, and the ballots were impounded by the federal court in the illegal vote. The third was the recent NMFA. Here Presser cut the wages of Teamster casuals while denying them the right to vote!

Jackie, you have a record that speaks for itself! And for Roadway, CF, UPS, Leaseway, McLean...

Good Planning. How's this for thinking ahead? When Los Angeles Local 389 BA Craig Dunbar and Santa Barbara Local 186 VP Martin Salgado decided to follow the equipment of non-union Redman Van & Storage from Santa Barbara to Connecticut as part of a 1978 organizing drive, they used a union gas credit card for the trip. When they decided to torch the scab truck in Connecticut, they used the same union card to buy five gallons of gas in a can, and then used the union telephone credit card to phone home and report in!

Salgado and Dunbar, along with ex-186 Sec.-Treas. Martin Fry and 389 ex-Sec.-Treas. Sten Thordarson, will be presented with the Teamsters safe driving and trip planning award just as soon as they finish their 30 month terms in the penitentiary.

Stop the Abuse of Casuals!

Yellow Freight employed some 22,000 different casuals in 1984. Ryder/PIE managed to get by with 17,000 casuals. CF held it down to a mere 12,000.

These huge figures tell the story of what is happening in the freight industry. An even more important statistic is this: In October 1980, 5% of all man-hours of work under the NMFA were performed by casuals. By late 1984, it had almost doubled to 8.7%.

And now the contract provides for $11/hour casuals, a big incentive for companies to use even more.

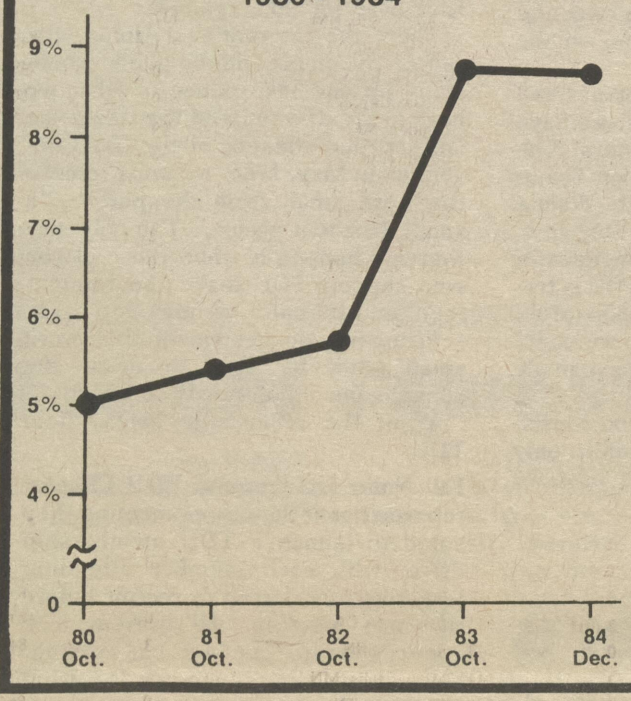
At the same time, the contract does have limitations on casuals, if they are used excessively as "supplemental" to the work force (over and above replacements for those off sick, on vacation, etc.). In the short run, we should make sure this gets enforced. The new contract provides language that each carrier is responsible for submitting a detailed accounting of all casuals used in a given month by the 10th of the next month to the local union (Article 3, Section 2).

And, in the court order of June 12, 1985, in *Harmon v. Presser* (NMFA vote lawsuit), the union is bound "...at reasonable time and places, make available to its members employed as casuals the information required by Article 3, Section 2...and also a compilation of the total casuals reported to the local union pursuant to the foregoing provision of the NMFA."

All members, stewards and locals should make use of this language to work to stem the rising tide of casual abuse, and demand that carriers hire the casuals as seniority Teamsters.

Note: All information on the usage of casuals by selected carriers, including the graph and chart, obtained in the recent NMFA lawsuit from information provided by Trucking Management Inc. (TMI).

Growth of Abuse of Casuals 1980 - 1984



The chart at left shows the percentage of man-hours performed by casuals under the NMFA, compared to total man-hours. Source: Trucking Management, Inc. [court discovery in Harman v. Presser].

Casuals Used by Major Freight Companies, 1984

Company	NMFA W-2s Regular Employees	Casual W-2s
ABF	8,154	2,552
APA	742	622
Carolina	3,979	6,283
CF	13,574	12,423
Churchill	927	476
Garrett	2,837	1,269
McLean	6,977	3,765
Ryder/PIE	14,684	17,024
Transcon	6,158	3,152
Yellow	23,039	21,961

Locals Struck over Casuals

Presser Busts Chicago Strike

By Barry Cronin

A strike by Teamsters Union Local 710 against two major trucking firms was resolved yesterday after international Teamster President Jackie Presser ordered local President William D. Joyce to settle.

A spokesman for the Illinois Trucking Association, which represents employers, confirmed that a settlement was reached in the strike, which had idled some 800 truck drivers and dock and office workers since Friday. The targets of the strike were Roadway Express and Consolidated Freightways. The contract expired March 31.

Sources said Presser was outraged that Joyce had sought a better deal for so-called casual dock and office workers than Presser was able to negotiate in the National Master Freight Agreement.

Presser aired his feelings Monday to Joyce at a meeting of Teamster leaders in Arlington Heights. "Presser was just livid," said one source.

The national agreement covers over-the-road drivers, but not dock and office workers in Local 710. Instead, like other Chicago Teamster locals, 710 has authority to negotiate its own deal for those workers.

The employer association had demanded that the master agreement be applied to its workers and threatened a lockout.

Joyce fought a provision in the master agreement under which the hourly pay of casual workers was reduced from $14 to $11 with lower fringe benefits. Instead, he sought to maintain current pay levels with an increase in benefits, sources said.

When the employer association stood fast, Joyce called a strike, prompting Consolidated Freightways to shift more and more of its business to its nonunion subsidiary, Con-Way Central Express in Bridgeview, an industry source said.

The article at right is reprinted from the June 12, 1985 Chicago Sun Times, titled "Teamsters settle." All Teamsters should find it interesting for what it reveals about Presser's relationship to Roadway and CF, the issue of abuse of casuals, and his approach to bargaining.

Central Sued by Teamsters

The IBT has sued Central Transport and its affiliated companies, charging them with being a Racketeer-Influenced and Corrupt Organization (RICO). The complaint in the case (85-CV-71333) details how Central, under the control of the Moroun Group (Mattie Moroun family and close associates), bought trucking companies, drained them of assets and equipment, and then used the bankruptcy to escape from them. The companies are US Truck, Mason-Dixon, Tucker Freight Lines, Superior Forwarding and General Highway.

The suit is filed under the RICO statute, which in recent years has been used more frequently against corporations. It has also been used by the Justice Department once against a union local—Local 560 in Union City, N.J. It was found to be operated as a racket under the control of the Provenzano family in federal court last year.

The complaint calls for all the Teamster employees to be made whole (and triple damages), and for the Moroun Group to be stripped of its control of the various companies they operate.

The suit seems a worthwhile use of our union's attorneys and resources.

If you want a copy of the 95 page complaint filed in the case, send $10 to TDU to cover copying and shipping.

Documents from Lawsuit Disclosed

Did Your Local Union Lie?

The following list shows all the locals that were polled on the number of dues paying casuals they had who did not receive ballots for the NMFA referendum. When all responses were received, nearly 5,000 Teamsters were indicated as being deprived of ballots. This was not enough to account for the margin by which the contract passed of 7,423 votes.

Over half the locals said zero, while many others gave tiny numbers. Over fifty locals claimed that all their casuals received ballots. Several unions responded that there were no casuals working in the freight industry! Both of these answers show on the chart as zero. If you have good knowledge that any figures listed here are false, please contact the TDU office.

Local	City	
2	Butte, MT	0
5	Baton Rouge, LA	18
7	Kalamazoo, MI	4
17	Denver, CO	74
20	Toledo, OH	207 (131)*
22	Collinsville, VA	0
24	Akron, OH	22
25	Boston, MA	0
26	Danville, IL	0
28	Taylors, SC	0
29	Staunton, VA	0
30	Jeannette, PA	0
34	Battle Creek, MI	0
38	Everett, WA	1
40	Marion, OH	0
41	Kansas City, MO	118 (116)*
42	Lynn, MA	0
43	Racine, WI	0
45	Great Falls, MT	2
47	Fort Worth, TX	42
49	Lowell, MA	0
50	Belleville, IL	0
56	Sheboygan, WI	0
57	Springfield, OR	13
58	Longview, WA	0
59	New Bedford, MA	22
61	Hickory, NC	0
63	Los Angeles, CA	755 [1]
65	Ithaca, NY	0
70	Oakland, CA	0
71	Charlotte, NC	0
75	Green Bay, WI	0
78	Oakland, CA	0
79	Tampa, FL	0
81	Portland, OR	44
85	San Francisco, CA	449 (229)*
87	Bakersfield, CA	0
88	Long Beach, CA	0
89	Louisville, KY	0 [2]
92	Canton, OH	0
94	Visalia, CA	0
100	Cincinnati, OH	0 [2]
104	Phoenix, AZ	21
107	Philadelphia, PA	22 (23)*
110	Johnstown, PA	0
113	Canton, OH	0
116	Fargo, ND	0
118	Rochester, NY	0
120	St. Paul, MN	0
123	Mandan, ND	0
124	Detroit, MI	0
135	Indianapolis, IN	54
137	Redding, CA	5
142	Gary, IN	0
144	Terre Haute, IN	0
147	Des Moines, IA	3
150	Sacramento, CA	0
159	Portsmouth, OH	0
160	Winona, MN	0
164	Jackson, MI	0
165	Sacramento, CA	0
170	Worcester, MA	53
171	Roanoke, VA	0
175	Charleston, WV	1
179	Joliet, IL	0
182	Utica, NY	0
186	Santa Barbara, CA	0
190	Billings, MT	0
191	Bridgeport, CT	1
200	Milwaukee, WI	0
202	New York, NY	0
208	Los Angeles, CA	0
215	Evansville, IN	0
217	Jackson, TN	1
218	Burlington, IA	0
222	Salt Lake City, UT	0
223	Portland, OR	0
229	Scranton, PA	0
231	Bellingham, WA	6
236	Paducha, KY	0
238	Cedar Rapids, IA	0
240	New York, NY	0
243	Detroit, MI	0
245	Springfield, MO	0
247	Detroit, MI	0
249	Pittsburgh, PA	0
251	Providence, RI	58 [3]
252	Centralia, WA	0
258	Hattiesburg, MS	**
261	New Castle, PA	0
270	New Orleans, LA	0
279	Decatur, IL	6
282	Elmont, NY	0
287	San Jose, CA	187
294	Albany, NY	0 [2]
298	Michigan City, IN	5
299	Detroit, MI	0 [2]
301	Waukeegan, IL	0
305	Portland, OR	0
307	Casper, WY	0
312	Chester, PA	0
313	Tacoma, WA	1
315	Martinez, CA	8
317	Syracuse, NY	2 (0)*
324	Salem, OR	0
325	Rockford, IL	3
326	Wilmington, DE	14
328	Escanaba, MI	0
331	Atlantic City, NJ	1
332	Flint, MI	0
335	Kansas City, MO	0
337	Detroit, MI	0
339	Port Huron, MI	5
340	Portland, ME	0
346	Duluth, MN	5
347	Frankfort, IL	0
355	Baltimore, MD	0
359	Minneapolis, MN	0
364	South Bend, IN	2
371	Rock Island, IL	0
373	Fort Smith, AR	7 (6)*
375	Buffalo, NY	0
377	Youngstown, OH	0
378	Olympia, WA	0
379	Boston, MA	0
381	Santa Maria, CA	0
384	Norristown, PA	6
385	Orlando, FL	3
386	Modesto, CA	5 (0)*
390	Miami, FL	0
391	Greensboro, NC	2
396	Los Angeles, CA	0
397	Erie, PA	0
401	Wilkes Barre, PA	3
402	Muscle Shoals, AL	0
404	Springfield, MA	1
406	Grand Rapids, MI	2
407	Cleveland, OH	127
413	Columbus, OH	146
414	Fort Wayne, IN	0
421	Dubuque, IA	0
423	Aurora, IL	0
428	Stuebenville, OH	0
429	Reading, PA	23 (19)*
430	York, PA	12
431	Fresno, CA	3 (2)*
437	Haverhill, MA	0
439	Stockton, CA	25 (0)*
443	New Haven, CT	4
445	Yonkers, NY	3
449	Buffalo, NY	3
453	Cumberland, MD	0
455	Dixon, IL	0
460	St. Joseph, MO	0
469	Perth Amboy, NJ	0
470	Philadelphia, PA	4
478	Union, NJ	0
480	Nashville, TN	0
481	San Diego, CA	0
483	Boise, ID	0
486	Saginaw, MI	4 (3)*
487	Mankato, MN	0
490	Vallejo, CA	6
491	Uniontown, PA	0
492	Albuquerque, NM	137
493	New London, CT	1 [2]
495	Los Angeles, CA	0
498	Kansas City, KS	0
500	Camden, NJ	14
505	Huntington, WV	2
506	Auburn, NY	0
507	Cleveland, OH	0
509	Cayce, SC	2
512	Jacksonville, FL	0
515	Chattanooga, TN	110 (101)*
516	Muskogee, OK	0
519	Knoxville, TN	0
523	Tulsa, OK	11
524	Yakima, WA	2
525	Alton, IL	0
526	Fall River, MA	3
528	Atlanta, GA	0
529	Elmira, NY	0
533	Reno, NV	2
534	Sedalia, MO	0
538	Ford City, PA	0
542	San Diego, CA	0
543	Anderson, IN	3
544	Minneapolis, MN	4
549	Kingsport, TN	9
554	Omaha, NE	0
556	Walla Walla, WA	0
557	Baltimore, MD	170
560	Union City, NJ	3
563	Appleton, WI	0
564	Meadville, PA	0
568	Shreveport, LA	**
571	Lorraine, OH	0
574	Cape Girardeau, MO	2
576	Santa Clara, CA	0
577	Amarillo, TX	2
579	Janesville, WI	26
580	Lansing, MI	14 (0)*
581	Grand Forks, ND	0
582	Spokane, WA	0
585	Washington, PA	3
589	Port Angeles, WA	0
592	Richmond, VA	1
597	Barre, VT	0
600	St. Louis, MO	0
610	St. Louis, MO	6
612	Birmingham, AL	0
614	Pontiac, MI	0
617	Jersey City, NJ	0
618	St. Louis, MO	0
623	Philadelphia, PA	0
624	Novato, CA	0
627	Peoria, IL	0
631	Las Vegas, NV	10 (9)*
633	Manchester, NH	0
637	Newark, OH	3
639	Washington, DC	17
641	Jersey City, NJ	0
648	Plattsburg, NY	0
649	Jamestown, NY	6
650	Waterloo, IA	0
651	Lexington, KY	0
653	Brockton, MA	0
654	Springfield, OH	0
657	San Antonio, TX	48 (43)*
662	Eau Claire, WI	0
665	San Francisco, CA	0
667	Memphis, TN	0
670	Salem, OR	0
671	Hartford, CT	120 [4]
676	Collingswood, NJ	6
677	Waterbury, CT	0
687	Watertown, NY	1
688	St. Louis, MO	2
690	Spokane, WA	0
692	Long Beach, CA	222 (216)*
693	Binghampton, NY	1
695	Madison, WI	17
696	Topeka, KS	0
697	Wheeling, WV	3
701	North Brunswick, NJ	103 (93)*
703	Chicago, IL	0
705	Chicago, IL	0
707	New York, NY	145 (91)*
710	Chicago, IL	0
722	Peru, IL	20
728	Atlanta, GA	1
741	Seattle, WA	0
745	Dallas, TX	0 [2]
749	Sioux Falls, SD	0
760	Yakima, WA	0
763	Seattle, WA	21
764	Milton, PA	2
771	Lancaster, PA	0
773	Allentown, PA	0
776	Harrisburg, PA	111
788	Mt. Vernon, WA	0
789	Fairmont, WV	0
795	Wichita, KS	8
800	N. Huntington, PA	0
805	New York, NY	0
807	New York, NY	0
814	New York, NY	0
816	New York, NY	0
822	Norfolk, VA	0
823	Joplin, MO	0
828	Mason City, IA	0
833	Jefferson City, MO	5
836	Middleton, OH	0
839	Pasco, WA	0
844	Waterloo, IA	1
856	San Francisco, CA	0
864	Rolla, MO	0
868	New York, NY	**
872	Charleroi, PA	0
878	Little Rock, AR	0
886	Oklahoma City, OK	110 (99)*
890	Salinas, CA	3
891	Jackson, MS	0
908	Lima, OH	2
912	Watsonville, CA	0
916	Springfield, IL	18
920	Beaumont, TX	0
941	El Paso, TX	36
952	Orange County, CA	4
957	Dayton, OH	52 (51)*
961	Denver, CO	0
962	Medford, OR	2
963	Bradford, PA	0
964	Cleveland, OH	0
969	Lake Charles, LA	0
976	Ogden, UT	0
980	Santa Rosa, CA	9
983	Pocatello, ID	0
986	Los Angeles, CA	0
988	Houston, TX	0 [2]
991	Mobile, AL	0
992	Hagerstown, MD	0
995	Las Vegas, NV	0

FOOTNOTES

* Figure provided by local, and as changed by the International. (Changed figure in parenthesis). Disputed by our attorneys.

** Did not report.

1 Local reported number of 755. Sent subsequent TITAN message saying to disregard previous message. International counted as 0.

2 Local claimed it was impossible to figure number of casuals. International counted as 0.

3 Original count from Local 251 was much lower. Members complained upon hearing this and count was then changed.

4 Local estimated number as 120, but was unable to provide further information. International counted as 0.

Unity is the "Key"

continued from page 1

show up, and I think it did a lot of good."

In March 1985, employees at the warehouse began a newspaper, the *Free Key Press*, reporting on problems with both the company and union officials, and keeping the members informed. Members involved in starting the *Free Key Press* also joined TDU and became active in the movement to change the union, linking up with other Local 138 members.

Local 138 is notorious in the New York City area. One example of its representation efforts was recently illustrated when its president, Frank (Butch) Ribustello, was charged by the NLRB for his failure to represent a member at another shop. Ribustello told the Key Food Teamsters they were "troublemakers" and he was going to "get those guys."

The rank and file at Key Food began to tackle some serious problems.

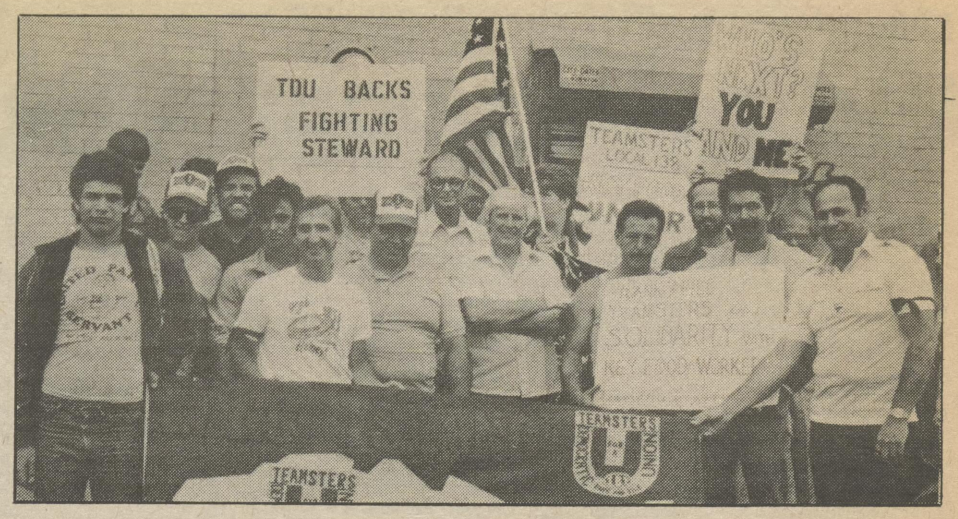
One of those problems was that supervisors who suspend and fire people are in the union! TDU members wrote a petition filing internal union charges against Butch for allowing it. It was signed by many workers on the first and second shifts.

On the third shift an incident occurred which may illustrate how serious the matter had become. Joe Tudisco took the petition around during lunch hour, and then put it in his locker. An hour later he returned to his locker to find the lock cut off with bolt cutters. Missing were some personal possesions and—you guessed it—the signed petitions. The robbery occurred while workers were on the job and management had access to the locker room. The film from the security camera which covers the corridor leading to the locker room has not been produced by management.

A few days later, John Smallman was fired. Smallman was writing a grievance on company time, as he and other stewards had always done, when he was told by a supervisor to go back to work. He was told he was using a grievance form that was unauthorized. John had previously requested grievance forms from the union, but they said they did not have any, so he had copied one out of the *TDU Stewards Manual*. John finished writing the grievance and returned to work.

The following day John was called into the office, there was the union president, and he was fired. Despite a contract clause saying he would stay on the job until arbitration, he was removed from the job.

It was then that the second shift workers decided to begin daily informational picket lines in protest of John's firing. On Monday June 3 the picket line began at 6 a.m. with about 30 members. That night, the next incident happened. Mickey Viverito, one of the editors of the *Free Key Press*, had his car vandalized, after receiving three threatening phone calls at home. But Mickey did not quit, and neither did any of the other workers. The picket line continued all week. Officials of the Organized Crime Strike Force came to the picket line to investigate the violence.



Key Food Teamsters at the rally for fired steward John Smallman with Long Island, New York TDUers and other supporters.

"The fact that all these guys were out there picketing every day for six days made a huge difference," Smallman said. "They didn't expect it the first day, and then they figured, well, it's over. But when they saw it the second, third, fourth and fifth days it really got to them."

On Sunday, June 9, nearly 200 Key Food workers, other Teamsters and members of other unions came out to a demonstration to support John. The members wore black armbands (and continued to wear them on the job). The demonstrators decided to send a letter to the company president informing him that until John is back to work, one Key Food supermarket will be picketed and leafleted each weekend.

The union claims to be representing John in an upcoming arbitration. John has also filed an unfair labor practice charge with the NLRB, with the help of an attorney he obtained through TDU. This attorney also represents Local 138 members at the White Rose warehouse who voted on their contract only to find themselves stuck with a changed version.

The legal battles continue the pressure on the company, but everyone agrees that John will only return to work because the workers are standing together to fight for him and for themselves. Smallman put it in so many words: "One way or another, the important thing is that finally these guys are starting to stick together, and that's what we need. Also, I'd like to thank all the people connected with TDU for all the support and help they've given."

TDU Meets

Detroit Metro TDU
Sunday, September 15
11 am
PLAV Hall
Central & Michigan, Detroit

Election for Chapter Steering Committee will be held at this meeting.

Lansing Area TDU Members:
You're invited to a
Pig Roast - Barbecue
Saturday, June 29
2 pm
1330 Sandhill, Dewitt, Michigan
Please bring a dish to share.

Directions: Turn west on Herbson Rd. off of Rt. 27 (about 15 miles north of I-96). Go about three miles to Sand Hill.

Los Angeles Area Local 63 TDU
Sunday, July 21
12 noon
3671 Conning
Riverside, California

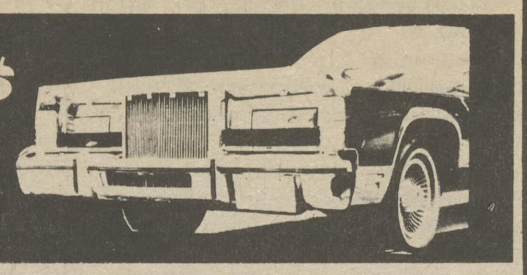
Sacramento Area TDU Picnic
Sunday, July 21
12 - 5 pm
East Nicholas Park
East Nicholas, California
(off Hwy. 70 towards Marysville)

raffle, swimming, softball
bring the kids
Please pack your own lunches and refreshments.

St. Louis Local 688 TDU Picnic
Saturday, July 20
12 noon - 6 pm
Endicott Park, St. Louis
beer, soda, food and games

Special regional educational conferences will take place this summer in the northwest, southeast and in New England. See page 11 for details.

Your Due$ Pay for Thi$?



Convicted Toronto Official Refuses to Leave.

Some people just don't know when to quit. Sean Floyd, president of Toronto Local 419, has refused to leave office despite having served six months in prison for theft, being brought up on internal union charges, and, most recently, being charged with two counts of income tax evasion. In 1981, Floyd stole over $50,000 worth of goods from the Seaway Midwest warehouse, an employer in his local's jurisdiction. Court hearings on the case didn't begin until March of 1982, by which time Floyd was planning to run for president of Local 419. A publicity ban on the court proceedings came in handy, keeping the membership of the local in the dark as to Floyd's involvement in the theft. Floyd managed to get elected in October, and, just a few weeks after his victory, pleaded guilty to the theft, avoiding an embarrassing trial. He was sentenced to a six month prison term, but was placed on daytime release, allowing him to consolidate his hold on the local.

Members of Local 419 demonstrated in front of the prison where Floyd spent his nights, demanding that he not be released, but to no avail. Floyd continued to run the local undaunted, even managing to survive internal union charges concerning his role in the warehouse theft. (In the United States, union officials convicted of such serious crimes must resign their posts immediately.)

And what does the Teamster hierarchy have to say about this? According to Floyd, he was offered $40,000 by Canadian Conference Director Ed Lawson if he would resign his post. Floyd refused the offer, apparently because he feels that it is much more lucrative to continue his scams in Local 419. He was recently charged with two counts of income tax evasion, including a failure to declare the $24,000 he gave himself for the local union hall's cleaning contract.

Second Safeway Offer Rejected

For the second time in two weeks, northern California Safeway and Lucky grocery warehouse workers and drivers overwhelmingly rejected their employers' proposal. The May 18 proposal, which was defeated 1,235-9, was sweetened a little from the concessions package rejected two weeks earlier 1,345-0.

As before, the list of concessions demands included a two-tier system for casuals and new hires, productivity standards, flexible starting times and a seven-day workweek.

Safeway and Lucky responded by issuing a letter to workers as they left work on Friday, June 7. It stated that the May 18 offer was indeed their last, best and final, and that there were "misstatements and erroneous characterizations of our final offer" by union officials. The letter also stated that the workers should demand a second vote!

As a strike becomes imminent, the employers reluctantly agreed to a mediator.

After ten months of maneuvering, the grocery employers had attempted to break the union members' will and unity. Extensive strike and boycott plans have been laid out. If the mediator cannot settle the issues, the workers and their union will have to do it the old fashioned way: through economic force.

Membership Pressure Pays Off

Locals Resist Relief for Air Operation

On June 3 UPS expanded its Next Day Air Service to include a Next Day Air Letter and Next Day Air Pak, and extended delivery to every address in the United States. This expansion comes along with a continued attempt by the company to implement part time drivers at a cut-rate pay throughout the country.

Many locals are continuing to resist UPS' pressure to accept the agreement, including Baltimore Local 355, Washington DC Local 639, Philadelphia Local 623, Cleveland Local 407, Columbus Local 413, all New England Area locals, Seattle Local 174, New Jersey Local 177, Oakland, California Local 70, Sacramento Local 150, San Jose Local 287, the giant New York City Local 804, and reportedly all New York State locals but one.

Many other locals have accepted the deal, some under pressure, some readily giving in to the company.

Pressure from members in many areas in the form of motions passed at meetings, petitions and etc. has helped a great deal, preventing implementation nationwide as UPS had hoped.

In Michigan, National UPS Negotiating Committee member and Local 243 head Bob Coy has apparently switched his stand. As previously reported in *CD*, Coy sent a Titan message to all Michigan locals on April 3, 1985 stating that he agreed with negotiating committee Co-Chairman Dan Darrow (who has agreed to part-time drivers in his Akron Local 348) on the terms of the deal with UPS. More recently he has sent letters to management stating that they are to follow the present contract.

TDU is presently investigating the possibility of taking legal action over the implementation of the part-time drivers, but in the meantime membership pressure needs to be continued. *Convoy Dispatch* will keep UPS members informed on this issue.

1984 UPS Profits

Item	1984	1983
Delivery Income	$6,832,845,000	$6,015,210,000
Operating Expenses	6,104,250,000	5,227,182,000
Operating Profit	728,595,000	788,028,000
Profits Before Taxes	818,743,000	874,705,000
Net Profits (After Taxes)	**476,506,000**	**489,802,000**
Profits Per Share	2.82	2.90
Dividends Paid Per Share	1.35	1.40

UPS delivery income rose $800 million in 1984, with profits almost as high as last year's record level. Profits after taxes were exceptional at $476 million, and delivery income for the year increased by 9.8%.

According to the Securities and Exchange Commission 10-K report, UPS bought six 747 aircraft, 12 DC-8s and four 727s during 1984 and built new, large hubs in Wisconsin, Texas, West Germany, South Carolina, New Jersey and North Carolina.

All figures here are from the 10-K form filed by UPS with the Securities and Exchange Commission. For a copy of the complete report send $5 to TDU, Box 10128, Detroit, MI 48210.

UPS Makes Up Rules as Game is Played

An idealist might expect that any company would want its employees to know the rules so that they could be followed. A logical step to achieve this would be publishing written rules and policy for all who are subject. Now what if a company says, "Sure, we want general compliance but not perfect compliance because regular criticism is important to our management style."

Could keeping employees off balance, unsure of their performance, and in a somewhat battered state aide in maintaining iron handed discipline? The kind that dictators would admire?

The best way to do this is to keep the directives generally known but undocumented. This vagueness allows UPS to make up the rules of the game as it is played. Written rules supplied to all would reduce UPS's ability to be arbitrary in its interpretation of an employee's judgement call.

Written policy and rules would improve company wide compliance and consistency but would reduce the stranglehold it has on company dissent because the rules would be clear to all. Written policy might come back to haunt some managers who have been management mavericks and gotten used to making up their own rules.

The lack of written policy makes it tough for UPS Teamsters to fend off harassment and arbitrary discipline, and makes it all the more urgent to keep accurate and complete notes on everything supervisors say and do. For example, going to a grievance hearing prepared to show the inconsistencies in UPS supervisors' directions can help win grievances.

In cases where the union isn't doing its job to protect you from this arbitrary management, you will have to help yourself, *and* each other. Again, this can be done by keeping good records i.e. a notebook (see ad for logbooks below). Having documentation on your side, and keeping track of inconsistencies might save your bacon some day.

—Understandably Anonymous

UPS and Downs

UPS Teamsters in Washington D.C. Win Improved Pension.

Washington, D.C. UPS Teamsters felt that their pension was far from adequate, and did something about it, including hiring their own actuarial firm to study the pension fund. Based on that study, they contended that members should get $1,500 or more upon retirement, not the $735 they then received.

Other actions were taken to convince the fund of the need for change, including a picket in front of the National IBT Headquarters in D.C. This effort paid off when the fund announced in March changes in the plan that would provide better benefits.

UPS members will now get additional benefits for their higher contribution rate; service for all Teamsters will be credited over 20 years, where before 20 was the limit; and an increase for all in earned benefits from 1984 on. Before the change the highest pension available was $735 after 20 years. With the change UPS members will be able to receive $1,449 after 30 years of service.

Package car driver and Local 639 member Vern Kays points out that, "Had it not been for a lot of concerned UPSers investigating what could be had, and the insistence by these same people that Local 639 do something to increase retirement benefits *or* face the withdrawal of UPS and freight members from the local, nothing would have been done.

"Most members of Local 639 feel that our local officers are doing a good job in general, but that there can be no let-down in our vigilance over them."

Did You Know...

According to the form 10-K filed by UPS with the Securities and Exchange Commission: In 1984, volume increased by 19.6% for UPS' Canadian operation and it showed a net profit for the first time; UPS Truck Leasing now has 15 locations in the southwest and southeast; UPS considers "its relations with employees to be generally satisfactory"; roughly 9,400 new vehicles were bought in 1984; and air delivery service accounted for 11% of operating revenues in 1984, up from 8.1% in 1983.

Philly Members Say "No Deal" on Columbus Day.

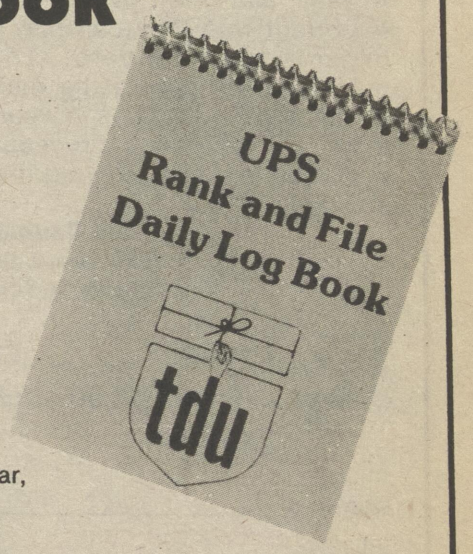
Drastic measures were taken by UPS at the Willow Grove hub in Philadelphia when they tried to get members to give up Columbus Day as a holiday. In exchange, they offered: an extra personal holiday; members could take sick days individually, take a week of personal days or change the sick day/personal day formula to seven personal days and three sick days.

This had no effect, though. In a vote at the union hall, members voted down the proposal 92-27.

Setting the Pace for Production Harassment.

UPS part-timers who also work part-time at Sears are being told by Sears there'll be no let-up when they leave UPS and cross Sear's doorway—the same pace of work applies. UPS certainly is a pace-setter for productivity harassment.

The UPS Rank & File Daily Log Book



Keep the record straight with the charts in this durable, spiral-bound notebook. Different books for package car, feeder drivers and inside employees help you keep track of all the details that affect your job at UPS.

Write better grievances, and be prepared with the facts at grievance hearings. Each book lasts three months and provides ample room for your own notes.

The Daily Logbook costs $2.50. ($2.00 for 5 or more copies.)

I would like _____ copies for package car, _____ for inside employees.

Name_____ Address _____Local#_____

City_____ State____ Zip_____ Phone( )_____

Send your order to: TDU, Box 10128, Detroit, MI 48210

Demand Fair Treatment from Company and Union

Schwebel Bakers Organize

Production workers at Schwebel's Bakery in Youngstown, Ohio have taken enough harassment, and are starting to do something about it. For the last two months, as many as 75 workers out of a work force of 125 have been meeting and beginning to take action to get fairer treatment from the company and their union, Bakery Workers Local 19 (sister to IBT Local 507 in Cleveland).

Schwebel workers say that since a big change in management and a new contract with a two-tier wage structure (paying new employees $3 less than scale) about three years ago, firings, harassment and unfair treatment have increased considerably. Over 200 employees have been fired since 1970, including 13 out of the 24 past stewards. Recent firings (including that of a 28-year employee) over single infractions of "company policies" that are not in their contract have prompted the members to demand more attention from their union.

At their first shop meeting in April of this year, 75 Schwebel workers signed a letter to Harold Friedman (president of both Locals 19 and 507) requesting that a shop meeting be held in Youngstown with Local 19 representatives present. They felt this was a reasonable request, since Local 19 had never held a craft meeting for them since they affiliated in 1970. They felt strongly that the meeting be held in Youngstown, where the workers live, rather than 60 miles away in Cleveland where Friedman and the local are based. In the same letter the workers requested a copy of their bylaws.

A month later, they had still received no answer from Friedman. They eventually got a copy of their bylaws from the Labor Department and upon reading them found that regular shop meetings were required. After contacting the president of the Bakery Workers International, and also their own congressman about the company's total contempt for employees and the contract and the lack of union response, they finally started seeing quite a few business agents. Not Local 19 Business Agent Anthony Hughes, who they rarely see, but Local 507 business agents, many of whom are not even reported as employees of either local.

The bakery workers are glad that grievances are being better taken care of and that there is more of a union presence, but they feel that much more needs to be done. In response to the increased intimidation of shop leaders, employees are filing unfair labor practice charges against the company, detailing incidents of threats, harassment and firings by management. They also charged the company with taking down notices of worker meetings and later removing the entire employee bulletin board.

Workers still feel very strongly that they need to have shop meetings with union reps in order to adequately fight further attacks by management. (The Bakery Workers International has even requested an explanation from the local. Word is that Friedman feels that meetings with individual workers are good enough, but, if they insist, he will meet with them as a group *in Cleveland*. Supposedly he doesn't want to be subjected to a rowdy meeting of disgruntled employees away from his home turf.)

Schwebel workers are continuing to hold meetings of 60 to 75 workers and plan to exert as much pressure as they can on Local 19 to exercise their rights as union members.

The bottom line for all Schwebel workers is a future where they can go to work without a constant fear of being fired for some minor violation or for challenging company policy. One would think that as loyal, dues paying union members this should not be too much to expect.

Be There!

★★★

1985 RANK & FILE CONVENTION

★★★★★★★★★★★★★★★

OCTOBER 5-6
Chicago, Illinois

Jackson, Michigan Local 164

Libra Teamsters Face Dangers for $3.85/hr

Imagine you work at a shop that uses toxic chemicals for cleaning, you can't breathe through the fumes, and safety conditions are virtually ignored. Well, that is exactly what is happening to the women and men of Libra Industries, covered by Local 164, Jackson, Michigan. The jobs at Libra are cleaning, sorting, bundling and patching work gloves.

Sharon LaGow, an employee at Libra, says, "We get paid such a low wage we just can't make ends meet. Our kids need clothes and food. Some of us have resorted to food stamps. All this and we are working in a union. Our last contract was foisted upon us by our so-called union rep, who told us to take it because we would not get a better one. There is the added stress of the company making up work rules as they go, and our foremen harass us whenever they want. Our grievances are ignored or thrown out.

"This is my first experience with a union, and I thought the union was supposed to help workers. There are people all around me working in deplorable conditions for $3.85 an hour."

The employees at Libra Industries have been through a lot in the last few years, and have become demoralized. Most of them are afraid to speak up for fear of being fired or written up.

It was this fear and anger that first brought Sharon and her friend Diane Daniels to TDU. Diane, Sharon and five other friends met with a TDU organizer, discussed their situation, and formulated a plan.

Diane said, "We worked hard to get people out to our next shop meeting, and there were 70 people there. Usually we have a turnout of about ten or fifteen. We gave Bowman Barden, our union rep, a group grievance, signed by everyone, and put the heat on him to do something for us this time. We have gotten organized, and are showing that we can all work as a group.

"The women and men of Libra Industries have for years been taking a royal screwing, and we are tired of it.

The Teamsters at Libra have won one grievance and others are going to arbitration. OSHA has been contacted about the chemicals and safety rules being broken. The BA is beginning to finally take an interest in the Teamsters at Libra. This determined group of people is starting to get things taken care of.

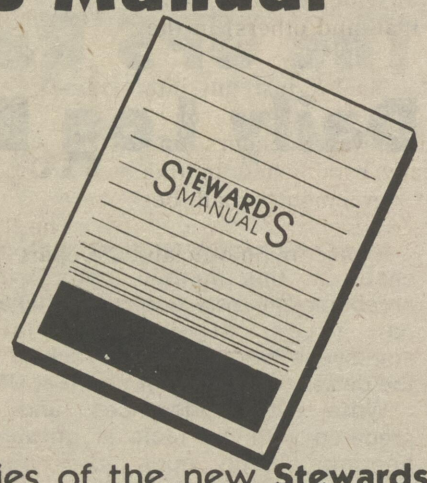
Says Sharon, with the last word, "We won't give up now."

New Publication from TDU:

Steward's Manual

"Too often stewards don't know the many roles they have to play, and often overlook the important role they can play in organizing members. This manual really covers the many hats that a steward has to wear. I think our grievance procedure would be improved tenfold if all stewards read it."

Bill Bauman
Chief Steward, UPS
Local 688, St. Louis



YES, I want _____ copies of the new **Stewards Manual.** Price: $3.00 each or $2.50 each for 5 or more.

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

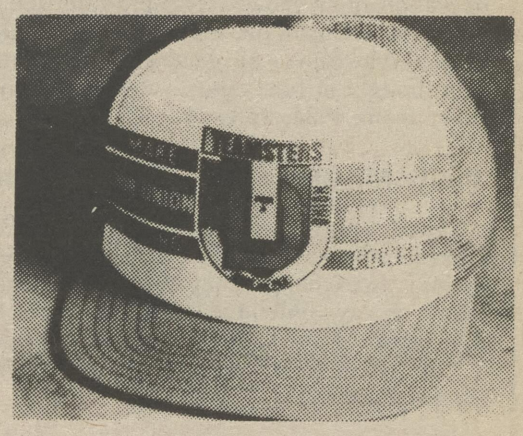
Phone ( ) _____

Send to: **TDU, P.O. Box 10128, Detroit, MI 48210**

Show Your True Colors

The TDU cap is blue and white, with the TDU emblem in red, yellow and blue. Printed on the front is: MAKE OUR UNION STRONG and RANK AND FILE POWER. It is made of tough "breathable" nylon mesh, and adjust to all sizes.

$6.50 each, $5.00 each on orders of 5 or more.



Name _____

Street _____

City _____ State _____ Zip _____

Quantity _____ Amount Enclosed _____

TDU Chapters on the Move

Area Conferences Set for July/August

Three regional TDU educational conferences will be conducted this summer, two of them in new areas for TDU. On July 27, the Atlanta, Georgia TDU Chapter will host a conference for the southeastern states, with participants expected from Florida, North and South Carolina, Tennessee and other area states.

In August, conferences will take place in the northwest and in New England. The Seattle, Washington conference will be the first ever held in that area. The third annual New England Area Conference will be hosted this year for the first time by the Worcester, Massachusetts TDU Chapter.

Attorneys, labor educators and TDU staff will be working hand in hand with the local chapters to make all of these conferences successful. Details follow here on the time and place for each of the conferences. For more information and registration materials use the coupon below.

Southeastern Educational Conference
Saturday, July 27
9:00 am - 5:30 pm
Holiday Inn South
6288 Old Dixie Highway
Jonesboro, Georgia

Registration: 9:00 am to 10:00 am. Four workhops will be conducted. Conference lasts until 5:30 pm.

Cost: $12 per person and $20 for couples (includes buffet lunch and all materials). Day care provided.

New England Area Conference
Saturday, August 10
9:00 am - 5:30 pm
Driftwood Inn
889 Boston Turnpike (Route 9)
Shrewsbury, Massachusetts

Registration: 9:00 am to 10:00 am; final session ends at 5:30 pm.
Cost: $10 per person (includes cold buffet lunch).

Northwestern Educational Conference
Saturday, August 10
10:00 am - 5:30 pm
Shoreline Community College
160th and Greenwood Avenue North
Seattle, Washington

Registration: 10:00 am.
Cost: $10 per person, includes lunch and all materials.
Directions: Go west on Exit 175 from I-5 to Greenwood Ave. North (right). North to 160th Street.

All conferences will feature workshops on subjects like *Legal Rights, Using the Grievance Procedure, Running for Office, Being Effective at Union Meetings,* and *Building TDU in Your Area*. Final details will be published in conference brochures. For copies of the brochure use the coupon below.

Conference Registration

☐ YES, please send me information about the _____ Conference. (indicate which Conference)

☐ YES, I want to register now for the
☐ Northwestern ☐ New England
☐ Southeastern Conference.
My $_____ is enclosed.

Name _____

Address _____

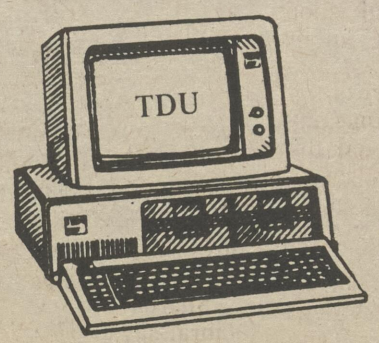
City_____ State_____ Zip_____

Phone#_____ Local_____

Send to: TDU, Box 10128, Detroit, MI 48210

New Los Angeles Steering Committee: (from left to right, back to front) Brent Severson (63), Carmen Morbitt (592), Wilson Overall (595), Jack Shambaugh (63), Mike Johnston (W. Coast Organizer, snuck into photo), Ken Schelling (208), Doug Allan (208), Mary Allan (spouse), Wanda Ellerman (63), and Jim Kenney (63). Not in picture: Bob Ellerman (952).

Central Iowa TDU



The Central Iowa TDU Chapter is continuing to raise money so that the TDU National Office can purchase a computer. The goal is $3,000 by November of this year, but there's still a ways to go.

All members are urged to give what they can to the fund. Please make your contribution today to the Central Iowa TDU Chapter, 3208 61st St., Des Moines, Iowa 50322. Make your check or money order payable to the TDU Computer Fund.

Signal Wages Cut

The new NMFA has had a terrible impact so far on some drivers for Signal Delivery throughout the midwest, resulting in a pay cut.

These drivers work for the factory division, mostly hauling Whirlpool freight, and are the "low rate" drivers who work under the substandard "Ohio Rider." This rider was brought into various domiciles (Marion, Ohio; Evansville, Indiana; Lombard, Illinois; St. Joe, Michigan and others) in the past few years.

Article 2, Section 5 of the NMFA just put into effect clearly states that "previously adopted riders which provide less than the wages, hours and working conditions specifically established in this agreement and supplement agreements shall become null and void."

This should end the rider, but some union officials are claiming the low rate drivers work under the Iron & Steel Addendum, a percentage contract.

CARHAULERS COORDINATING COMMITTEE IBT MAJORITY RULE TDU

CARHAUL NOTES

High Vote Turnout Is Key to Carhaul Contract Defeat

Turnout will be key to contract defeat. In most contract votes, about 50% of the members participate. Some feel it won't do any good to vote. Some ballots get thrown out as junk mail and some addresses are wrong. In Wilmington, one dedicated member checked the union list and found 44 incorrect addresses, including 30-year Teamster members. If you have not received a ballot by Friday, June 21, call or go to the union hall and request a replacement ballot. You can help increase turnout by calling members who are on sick leave or layoff. Also, no member need fear their vote will be known. Observers will be present from the time the ballots are picked up at the post office.

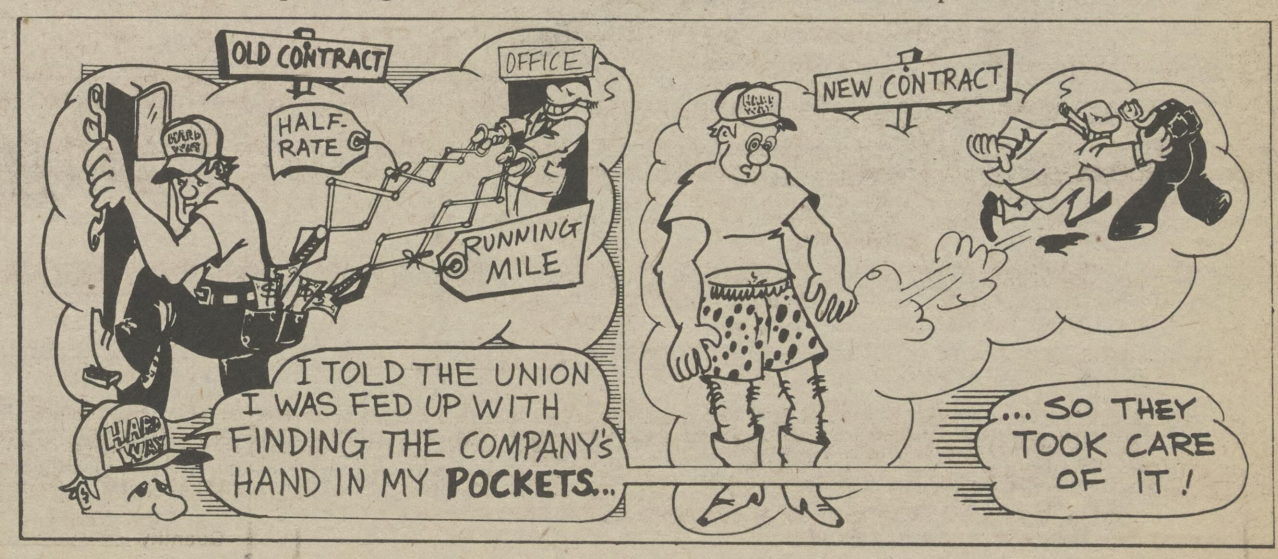
Sleeper team nightmares. Believe it or not, Ryder System is using sleeper teams on runs as short as 177 miles at it Dearborn CCI facility. Drivers split full loaded mile rate. CCI says the contract allows it under "utilization of equipment." Local 299 says "no way."

Drug testing hits Dixie. Management seems to be forgetting we do get to vote on this agreement. So, one day after the contract was revealed to the BAs, Dixie Transport management in Chicago demanded a driver take a drug test, which has proven to be unreliable. The driver said, "Only if the union says I have to." Local 710 backed up the driver, who was suspended after he refused. If the contract is ratified, drivers will have little defense against this harassment.

Wayne Car Releasing in Michigan took a collection to support the TDU contract campaign, raising $61. Thanks a lot to these guys and others who have donated. TDU responded to this crisis with four bulletins, many sent express mail, and with hundreds of phone calls. It cost thousands of dollars. Don't make a few carry the load—take a collection or send a donation today. And especially, renew your TDU membership so we can keep in regular contact.

Local Financial Reports Available

The financial report that your local files with the Department of Labor (LM2 form) will be available from TDU in the coming month. Copies are free to TDU members, others please include a donation.



Carhaul Proposal

Offer Not So Final

At the June 6 meeting of carhaul BAs, the International made a big deal about how this was the most the companies would give. But by the time the ballots were sent out on June 14, the so-called "final" offer was improved slightly, thanks to some dedicated carhaulers from Albany.

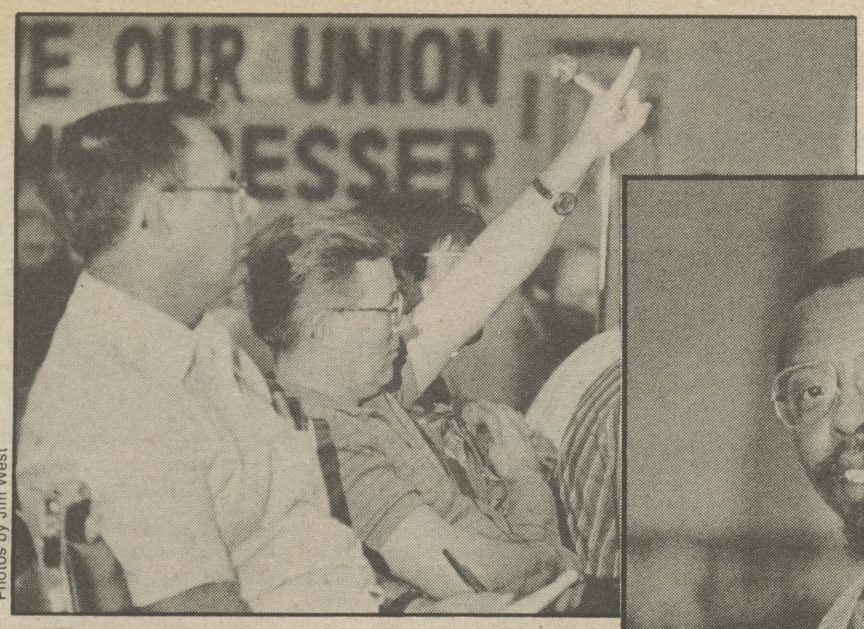
When Mike Robilotto, Local 294 BA, read his members the proposed agreement at their June 9 meeting, he skipped a key sentence which made the penalty for backhaul deadhead miles over 30% virtually worthless. The sentence read, "The penalty, if any, will be calculated on the basis of a thirty day review."

But Albany carhaulers obtained a copy of the proposal from TDU, and caught the trick sentence. They pointed out that good trips would be used to cancel out the penalty on bad backhauls. As anger over this deception grew, Robilotto reportedly said he called Walter Shea, the union's chief negotiator, and that the sentence would be changed.

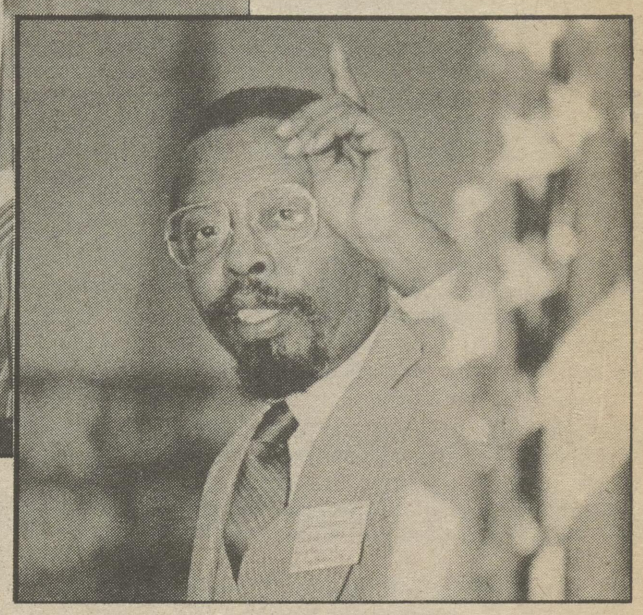
When the ballots were sent out, the sentence had been changed to read, "The penalty, if any, will be calculated each day on a trip to trip basis and be paid on a calendar month basis."

As Detroit Local 299 said in a letter sent to each of its 3,000 carhaulers, "Your no vote will send a message to your Negotiating Committee that reads, 'We want a better contract.' "

10th Annual Rank & File Convention



Photos by Jim West



Be There!

October 5 & 6, 1985
Holiday Inn Mart Plaza
Chicago, Illinois

Make your plans now to be at the 10th Annual TDU Rank & File Convention to celebrate nearly ten years of growth and victories by the Teamster reform movement and to help set TDU's course for the coming year.

The recent contracts in freight, UPS and carhaul show more than ever that TDU's goals of reform and democracy are what's needed to get our union working again. The Convention is where you can show your support for these goals. Be there!

☐ Yes, send me more information about the Rank and File Convention.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local _____

JOIN TDU

Freight Teamsters find themselves stuck with a contract that was ratified through illegal tactics. During this time there has been only one force willing and able to stand up for us: TDU. Now it's time to join TDU to help make it stronger and more effective. It's our ticket to a stronger union.

—Cliff McDonald
Carolina Freight
Local 557, Baltimore, Maryland

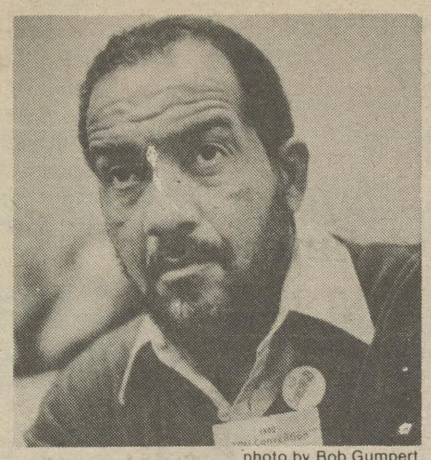


photo by Bob Gumpert

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone ( ) _____ Company _____
Area Code

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other _____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**

☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)

☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Opposition Builds to Carhaul Concessions

continued from page 1

second for a motion supporting the contract.

In the Western Conference carhaulers work under a different pay formula than elsewhere. But they have also reacted against the new agreement. Their "subsistence" pay for motels was raised to only $21.25 after a six year freeze.

At a hastily called meeting for four northern California locals on June 9, Ernie Freitas of Local 70, who was on the National Negotiating Committee, gave warning to hourly personnel when he said the yard was not the place to be because wages would be cut to meet non-union competition. TDU members throughout the Western Conference are also warning members that if the cuts which hit hardest in the East are approved, the companies will be coming to the Western Conference next.

Freitas also said the contract was better than freight because carhaulers will get a 24" high bunk on sleeper cabs, whose use is slated to increase under the new contract.

Unfortunately, the International Union has not taken steps to insure that locals have meetings before the members are asked to vote on the contract. The ballots were mailed out Friday, June 14 and most members will have received them by June 19. They are due back on July 11, but several locals have not held meetings as of June 16 and several more locals have given no indication they will hold a meeting at all.

A veteran carhauler in St. Louis Local 604 summed the contract up: "I thought the time for giving was past." Since 1970 carhaulers have only approved one contract by more than a majority — in 1982, in the depths of the depression, by a mere 1.5%. Across the country we know we have never had a better chance to beat the stacked deck of the 2/3s rule. We also know that this is a test. The companies have calculated, "If we can force them to eat this, they'll eat anything." If we are forced to accept this contract, they'll come for more during this contract and for even more during the next negotiations.

Members who have not received a ballot should immediately call their local union and request a ballot be sent to their correct address.

Making this fight for a good contract on a nationwide basis would not be possible without the information and communication provided by the Carhaulers Coordinating Committee of TDU. At least $5,000 in printing, postage and phone bills has been laid out in the last several months. If you support the fight for a decent contract and a democratic union, join TDU today.

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For more carhaul coverage
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